

Lukaszewski Angela USRE

From: GPS Workflow - Global Personnel Sys [system.global_personnel@syngenta.com]
Sent: Monday, March 29, 2010 8:00 AM
Subject: Salary Adjustment-HR Operations: PERNR: 08600170

Name: Hertl, Peter
Effective Date: 02/01/2010

Job Data Changes

PA: US19 - Crop Protection
PSA: USGR - Greensboro, NC
Action: Salary adjustment
Action Reason: Salary Adjustment

Job Assignment Data

Position #: 58032844 - Head, Global Product Safety
Geo Unit: 00169887 - NAFTA Dev & Product Safety
Job: 55005140 / Global Product Safety Head
Exempt/Non-Exempt: Exempt
Supervisor Name: Stypa, Marian L

Cost Center Data

Operational Budget Center:
Territory #:
Payroll Budget Center: SR520000

Compensation Data

Compensation Rate: [REDACTED]
Comp Frequency: U2 - Monthly Crop
Salary Range: MIN: [REDACTED]
Hours/Week: 40.00
ST%: [REDACTED]
Grade: [REDACTED]
Contract:

Business Comments: 2/1/10 - Salary adjustment.

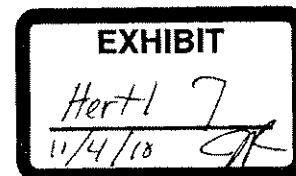
HR Comments: 2/1/10 - Salary adjustment. Please include retro-pay in April paycheck.

Completed by: Angela Lukaszewski

Completion Date: 03/29/2010

* All recipients - Please take appropriate action in your area. If you have any questions regarding this data, please contact the originator, or your local HR Business Partner.

Thank you,
Syngenta Human Resources



Lukaszewski Angela USRE

From: Minter Stephanie USGR
Sent: Sunday, March 28, 2010 3:17 PM
To: Lukaszewski Angela USRE
Cc: Coles Paula USGR; Eisele Don USGR
Subject: FW: Peter Hertl - salary adjustment

Importance: High
Sensitivity: Confidential

Angela, is Peter in your support group? If so, can you please adjust salary to \$ [REDACTED] effective date Feb. 1st (approvals below). No other change to his record.

Assuming it will catch the April payroll, he will receive the 2 months as retro along with normal pay.

Thanks so much,
Stephanie

From: Eisele Don USGR
Sent: Thursday, March 25, 2010 1:36 PM
To: Minter Stephanie USGR; Coles Paula USGR
Subject: FW: Peter Hertl - salary adjustment
Importance: High
Sensitivity: Confidential

The long and short of this is that Peter's base salary needs to be changed to \$ [REDACTED] retro back to February 1st. I dropped the ball on this, can this take place in his April pay?

Thanks,

Don

From: Grueter Xaver CHST
Sent: Thursday, March 11, 2010 9:42 AM
To: Glover Claire CHBS; Eisele Don USGR
Cc: Pfaendler Martin CHBS
Subject: RE: Peter Hertl

Both

Peter has taken his role from 1 January. We offered him the new salary from 1st of Feb as he decided to start then here in Basel.

Therefore I think it would be fair to implement it from Feb.

Thanks
Regards
Xaver

From: Glover Claire CHBS
Sent: Donnerstag, 11. März 2010 14:58
To: Eisele Don USGR; Grueter Xaver CHST
Cc: Pfaendler Martin CHBS
Subject: RE: Peter Hertl

Don, Xaver

My understanding was that we were going to implement the new salary from April.

Xaver when you communicated this to Peter was that the message or was it backdated to 1 January?

Thanks
Claire

From: Eisele Don USGR
Sent: Mittwoch, 10. März 2010 21:09
To: glover Claire CHBS
Cc: Pfaendler Martin CHBS; Grueter Xaver CHST
Subject: RE: Peter Hertl

Claire,

I dropped the ball on this, started on implementation, but just got completely side tracked and dropped the ball. Remind me, is this to be retroactive to January 1st 2010, or another date. At this point we've missed the April payroll, we'll make it all up in May.

Sincere apologies and I'll call Peter.

Don

From: Bladen Claire CHBS
Sent: Wednesday, February 24, 2010 11:58 AM
To: Eisele Don USGR
Cc: Pfaendler Martin CHBS; Grueter Xaver CHST
Subject: Peter Hertl
Importance: High

Don

As discussed we have converted Peter's approved package of CHF [REDACTED] into USD using an average over the 6 month period June to December 2009.

The USD figure is USD [REDACTED]

Please could we ask you to implement this. Xaver will communicate this to Peter Hertl.

Kind regards,
Claire